

PPHC Member Code of Conduct Policy (2022)

The Parkland Picklehead Club (PPHC) board has developed a policy whereby PPHC members will have a clearly outlined guideline for acceptable conduct with respect to all individuals participating in PPHC programs, activities, and events. The PPHC is committed to ensuring a safe and positive environment within PPHC programs, activities, and events by advising individuals of clearly defined club expectations and of potential consequences for violating the code of conduct. The intent of the policy is to create a positive and fun environment for pickleball play. The Code of Conduct applies to ***all*** PPHC members and individuals participating in any PPHC programs, activities, and events. The code of conduct also applies to PPHC members outside of its program activities and events when such conduct, including conduct on social media (see definition of social media) , is detrimental to the image and reputation of the PPHC and/or its members. PPHC Members and individuals participating in PPHC programs, activities, and events are to familiarize themselves with and abide by the PPHC code of conduct.

1. It is a privilege to be a member of the PPHC and members must conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities, or events of the PPHC.
2. PPHC Members have a responsibility to maintain and enhance the dignity and self-esteem of PPHC members and other individuals by:
 - demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin creed, disability, family, economic or marital status, gender identity or expression, or sexual orientation.
 - focusing comments or criticism appropriately.
 - avoiding public criticism of athletes, coaches, officials, organizers, volunteers, or club members in person or through social media.
 - consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
 - acting, when appropriate, to correct or prevent practices that are unjustly discriminatory.
 - consistently treat individuals fairly and reasonably.
 - ensuring adherence to the rules of Pickleball and the spirit of those rules.
3. PPHC Members must refrain from:
 - verbally or physically abusing opponents, officials, spectators, volunteers, and club members.
 - any form of harassment including sexual harassment.
 - the use of profane, insulting, or otherwise offensive language.
 - the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
4. PPHC is a volunteer-run club where ***all*** members are expected to contribute a ***minimum of 8 hours volunteer time*** and pitch in and share in the responsibilities and tasks that are imperative to effectively and fairly run the club (setting up for play, cleaning up after play, volunteering to assist in or at various PPHC initiatives).

5. PPHC Members are expected to respect the authority and decision-making vested in the membership elected board. PPHC Members are encouraged to share with the board any recommendations for change to improve the workings of the club. The expectation is this should be done at an appropriate time and in a positive and constructive manner.
6. PPHC Members will promote the sport of Pickleball in the most constructive and positive manner possible.
7. PPHC Members will respect the property of others and not wilfully cause damage.
8. PPHC Members will respect the rules of the venue or public facilities being used.
9. PPHC Members will comply, at all times with PPHC bylaws, policies, procedures, and rules and regulations, as adopted and amended from time to time.
10. PPHC Members will adhere to all city laws.
11. PPHC Members will seek to minimize use of volunteer's time and efforts.
12. As a PPHC member there is implied acceptance that members will at all times make way for ***all*** PPHC scheduled pickleball play, clinics, tournaments and abide by that which is set out in the court usage policy. **(See Court Usage policy)**
13. PPHC Members must at all times use the conflict and complaint resolution process to bring unresolved policy breaches and/or other detrimental issues that affect their, or other club members enjoyment of the club or on the club itself, to the board. **(See Conflict and Complaint Resolution policy)**
14. Membership of the PPHC is not limited to that to of only the PPHC. Members may belong to multiple pickleball clubs.
15. Members of PPHC who sit on a PPHC board or who have access to financial or intellectual club information may not sit on another pickleball club or pickleball related board.
16. PPHC Members recognize that failure to abide by this Code of Conduct and any or all of the PPHC Policies may result in disciplinary action by the board. This may include but is not limited to a discussion of the matter at hand, a warning, suspension, and/or revocation of membership.

***Social Media definition*- Social media is defined as Facebook, twitter, e-mail, blogs, Club website, text, and any group communication applications ie: What's App**

PPHC Board of Directors Code of Conduct

The Board of Directors (the "Board") and any committee members must comply with the PPHC member code of conduct in addition to the PPHC Board of Directors code of conduct.

1. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of PPHC business and the maintenance of individuals' confidence.
2. Ensure that PPHC's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
3. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the PPHC.
4. Self-report any ongoing criminal investigation, conviction, or existing bail conditions.
5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
6. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
7. Keep informed about PPAC activities and those related to the club and its members.
8. Exercise the degree of care, diligence, and skill required in the performance of duties pursuant to the laws under which PPHC is incorporated.
9. Respect the confidentiality appropriate to issues of a sensitive nature.
10. Ensure that all individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
11. Respect the decisions of the majority and resign if unable to do so.
12. Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
13. Have knowledge and understanding of the PPHC bylaws and policies.
14. Conform to the PPHC bylaws and policies as approved by the PPHC.